GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

General Administration Department- Maternity leave to Married, Women Government Servants- Treating the maternity leave as duty for the purpose of counting the probation period and for declaration of probation- Orders – Issued.

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GENERAL ADMINISTRATION (SER-D) DEPARTMENT

G.O.Ms.No.35 **Dated:16.03.2024**

Read the following:-

1. G.O.Ms.No.152, Finance (FR.I) Dept. Dated 04.05.2010.
2. Representation of the Chairman APJAC Amaravathi, Vijayawada dated 10.02.2020 & 08.11.2023.

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ORDER:-

In the G.O 1st read above, orders have been issued enhancing the maternity leave on full pay to married women employees of State Government from 120 days to 180 days on par with the employees of the Govt. of India, subject to the condition that it shall be granted to those with less than two surviving children only.

2. According to the Statuary Service Rules under Annexure VIII of A.P Fundamental Rules, Leave taken by a probationer constitutes a break in the continuity of probation. This will cause extension of probation of married women employees who avail maternity leave during their period of probation and result in the loss of their seniority.

3. In the reference 2nd read above, the Chairman, APJAC, Amaravathi, Vijayawada has requested the Government to treat the maternity leave sanctioned to the married women employees during the probation as duty for the purpose of probation on par with the married women employees in Kerala Government as there is no financial implication and very few number of women will get the benefit.

4. Government after careful examination of the matter hereby order that maternity leave sanctioned as per the orders issued in the reference 1st read above shall be treated as duty for the purpose of counting the probation period and for declaration of probation. Government also order that other kinds of leave combined with the maternity leave shall not be treated as duty for the purpose of probation as per the existing rules.

(P.T.O)

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5. These orders come into effect with prospective effect and subsequent to the issue of the necessary amendments to A.P. State and Subordinate Service Rules, 1996, A.P Fundamental Rules & A.P Leave Rules.

6. Necessary amendments to A.P. State and Subordinate Service Rules, 1996, and A.P Fundamental Rules & A.P Leave Rules shall be issued immediately by the General Administration Department and Finance Department.

7. All the Departments of Secretariat/Heads of Departments/District Collectors/Competent Authorities shall take necessary action in the matter accordingly.

8. This order issues with the concurrence of Finance Department vide their U.O.No.2131704/HR.IV-FR&LR/FIN01-HR0CRSR(LR)/58/2023 dated:15.03.2024.

9. A copy of this order is available in online and can be accessed at https://apegazette.cgg.gov.in

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

Dr. POLA BHASKAR
SECRETARY TO GOVERNMENT (SERVICES)

To
All the Departments in A.P. Secretariat.
All the Heads of Departments.
All the District Collectors .
All the District judges.
The Secretary, APPSC, Vijayawada.

Copy to:
The Finance Department (with a request to take a necessary action)
The Registrar General, A.P. High Court, Amaravati, Nelapadu, Guntur District (With a covering letter).
The Chairman, APJAC, Amaravathi, Vijayawada.
The P.S. to Spl. Chief Secretary to the C.M.
The P.S to Chief Secretary to Govt.
The P.S. to Secretary to Govt., G.A (Ser & HRM) Dept.
The Law (C) Department.
The Stock File.

//FORWARDED::BY ORDER//

G. Lakshmi
SECTION OFFICER

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